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Job-Satisfaction of Teacher-Educator Working in Self-Finance Teacher Educational Institution



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We believe that teachers have tremendous responsibility in shaping the life of individual. He holds that the teachers should ignite the minds of the young, as these ignited minds of the young are the most powerful resources on the earth, above the earth and under the earth. He visualizes that the role of teachers is like the proverbial "Ladder", which is used by every to climb up in life, but the ladder itself stays in its place. A teacher develops self-confidence in students and helps them to inculcate the "I can do it" spirit through the process of education and learning. The teacher should be a devoted person and belong to the best minds in the country. The teacher who loves teaching is an important asset. The whole life of a teacher should be a message to the student and the teacher should make teaching as his/her mission. For quality assurance teachers should have to continuously update their knowledge and upgrade their skills. To improve the quality, the emphasis should be laid on relevance of knowledge skills, personal characteristics, professional perspectives and motivation. But the growth of teacher education institution in private sector in Maharashtra has been enormous in recent years.

The quantitative expansion of teacher education has posed certain challenges, which are to be faced for strengthening of teacher education. The effectiveness and stability of the teacher education institution is mostly based on satisfaction of teacher educators working in them. The phrase "Job-Satisfaction" lacks adequate definition Hertzberg et. al. 1957] as well as a satisfactory theory about its meaning. The difference in abroad spectrum of views seems to be caused firstly by various natures of job that individuals perform, secondly the attempts to conceptualize job satisfaction in a variety of ways by different disciplines like psychology, sociology, education and management etc. Thirdly it is the variety of methods employed by various research to study "Job-Satisfaction".

The following are some of the important issues:-

- 1-Mostly teacher education institution were run by private management with the ulterior motive of only money making and they are not concerned about anything else than profit.
- 2- The teaching staff in most of the colleges are inadequate and part time staff.

3-Job-satisfaction has made teachers inactive and careless.

4-Lack of fixed responsibility.

5-appointment of people as Teacher-Educators whose attitude and aptitudes are not suitable. Uninterested people join the profession and to get fixed payments.

Studies conducted by Aronsson and Goeranson[1999] concluded that contract workers have less job-satisfaction due to less control over their employment status. McMurdo[1998] further supports that contract teachers are concerned with insecure employment conditions.

A teacher educator will be a role model for the pupil teachers. The job-satisfaction becomes very vital in the field of education institution. Thus the researcher felt the need to investigate the job-satisfaction of teacher-educator working in self-finance teacher educational institution.

Objectives of the study:-

1-To study the job-satisfaction of teacher-educators working in Elementary teacher educational institution in the regards of different variables.

2-To study the job-satisfaction of teacher-educators working in Secondary teacher educational institution on the in the regards of different variables.

Hypotheses of the study:-

1-There is no significant mean difference between job-satisfaction of teacher educators working in Elementary educational institution in relation to Urban and Rural area.

2- There is no significant mean difference between job-satisfaction of teacher educators working in Elementary educational institution in relation to Male and Female.

3- There is no significant mean difference between job-satisfaction of teacher educators working in Elementary educational institution in relation to Age [Below 40 and Above 40]

4-There is no significant mean difference between job-satisfaction of teacher educators working in Secondary educational institution in relation to Urban and Rural area.

5- There is no significant mean difference between job-satisfaction of teacher educators working in Sec-

ondary educational institution in relation to Male and Female.

6- There is no significant mean difference between job-satisfaction of teacher educators working in Secondary educational institution in relation to Age [Below 40 and Above 40]

Methodology of the study:

A: Method:- To achieve the objectives an appropriate design is identified on the basis of researches conducted in this area and found that the simple survey method was used.

B: Tool:- Kumar and Mutha "Job-Satisfaction Scale" was used to measure the job-satisfaction of teacher educator working in self finance teacher educational institution.

C: Sample:- The present study was conducted on 60 Elementary teacher educator and 60 Secondary teacher educator. A cluster sampling technique was used for this study.

D: Analysis and Interpretation:- The collected data was subjected to statistical analysis and the result obtained were interpreted.

Hypotheses-1

Table-1: Comparison of mean score of job-satisfaction of teacher educators working in Elementary teacher educational institution in relation to Area, Gender and Age :-

Variable	Sample	Mean	S.D.	t-Value
Urban Area	30	22.23	5.67	1.17 N.S.
Rural Area	30	20.74	4.04	
Male	30	20.12	5.73	2.65 S.
Female	30	23.86	5.21	
Below 40 years	30	22.81	6.52	1.04 N.S.
Above 40 years	30	21.20	5.43	

From table-1, it is clear that the calculated t-values are 1.17 & 1.04 which is less than the table value of significant level 0.05. So null hypotheses is accepted. Hence it can be concluded that there is no significant difference between mean score of job-satisfaction of teacher educators working in Elementary teacher edu-

cational institution in relation to Area, and Age. While t-value 2.65 which is more than table value of significant level 0.05. So null hypotheses is rejected. Hence it can be concluded that there is significant difference between mean score of job-satisfaction of teacher educators working in elementary teacher educational institution in relation to Gender. It means that Female teacher-educator is more satisfied than Male teacher-educator.

Hypotheses-2

From table-2, it is clear that the calculated t-values are 0.61, 1.23 & 0.79 which are less than the table value of Table-2: Comparison of mean score of job-satisfaction of teacher educators working in Secondary teacher educational institution in relation to Area, Gender and Age :-

Variable	Sample	Mean	S.D.	t-Value
Urban Area	30	17.63	6.20	0.61 N.S.
Rural Area	30	18.57	5.73	
Male	30	16.34	5.93	1.23 N.S.
Female	30	18.13	5.37	
Below 40 years	30	17.27	6.03	0.79 N.S.
Above 40 years	30	16.06	5.83	

significant level 0.05. So null hypotheses is accepted. Hence it can be concluded that there is no significant difference between mean score of job-satisfaction of teacher educators working in Secondary teacher educational institution in relation to Area, Gender and Age.

Finding:-

1- There is no significant difference between the Elementary teacher educators in relation to Area and Age but they are significant difference in relation to Gender in self finance educational institution with regards to job satisfaction in their teaching profession.

2:- There is no significant difference between the Secondary Teacher Educators in relation to Area, Gender and Age in self finance educational institution with regards to job satisfaction in their teaching profession.

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